

**IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ALABAMA
SOUTHERN DIVISION**

UNITED STATES OF AMERICA.

Plaintiff,

v.

Civil Action No. CV-75-S-666-S

JEFFERSON COUNTY, *et al.*,

Defendants.

JOHN W. MARTIN, *et al.*,

Plaintiffs,

v.

Civil Action No. CV-74-S-17-S

**CITY OF BIRMINGHAM,
ALABAMA, et al.,**

Defendants.

FIRST INTERIM ORDER INCORPORATING ALL AGREED-TO SELECTION PROCEDURES


Pending a final decision, order and judgment on the motion of the Martin plaintiffs and Bryant intervenors (“the Martin/Bryant Parties”) to hold the defendant Jefferson County (“the County”) in contempt, it is hereby ORDERED:

1. Under the terms of the First and Second Temporary Orders [Docs. 1780 and 1802] and this Court's Order on the County's request to hire a Clinical Counselor at Cooper Green Mercy Health Services Clinic [Doc. 1800], Jefferson County, the Martin/Bryant Parties and the United States have all conferred and agreed in writing to the following selection procedures for the specified number of positions in twenty-two (22) job classifications:

<u>Job Classification</u>	<u>Number of Positions</u>	<u>Agreed Method</u>
Accounting Assistant I	6	Rank Order from Layoff List (If layoff list insufficient to fill all needs, may randomly select from top ranked candidates on certification list)
Administrative Assistant I	9	Rank Order from Layoff List
Administrative Assistant II	4	Lottery from Certification List
Auto Technician	1	Rank Order from Layoff List
Bridge Maintenance Construction Supervisor	1	Rank Order from Layoff List (If the individual on the layoff list declines the position, the County will wait until the Personnel Board creates a register and certification list)
Bridge Maintenance Worker	1	Lottery from Certification List
Buyer	1	Rank Order from Layoff List
Clinical Counselor	1	The County has received a certification list from the Personnel Board, and will hire by lottery as ordered by the Court on March 1, 2013 [Doc. 1800].
Clinical Nurse Practitioner	8	Lottery from Certification List
Community Development Specialist	1	Lottery from Certification List
Court Clerk	5	Lottery from Certification List
District Highway Superintendent	1	Lottery from Certification List
Electrician	4	Lottery from Certification List
LPN	3	Lottery from Certification List
Medical Transcriber	1	The County already hired Ms. Anita Luster
Network Systems Administrator I	1	Lottery from Certification List
Personal Property Auditors	2	Rank Order from Layoff List
Principal Buyer	1	Rank Order from Layoff List
Senior Maintenance Repair Worker	3	Lottery from Certification List
Senior WWTP Maintenance Worker	2	Lottery from Certification List
Temporary Housing Rehabilitation Specialist	1	Lottery from Certification List
Truck Driver	1	May recall highest ranking African American male on layoff list (If he declines, must wait until Personnel Board creates register and certification list)

2. Pursuant to paragraph 8 of the Temporary Orders, this Court hereby incorporates these selection procedures. These hires may proceed only to the extent applicants for the above-listed classifications are selected according to the identified interim selection methods.

DONE this 2nd day of July, 2013.


United States District Judge